

| **Progress Update**

Special Task Committee:
Anonymous Complaint Report to the Board

Provided by Human Rights Equity and Inclusion: December 2, 2025

| Overview

The Special Task Committee (STC) was formed by the NSCC Board of Governors in response to anonymous complaints sent to the Board in November and December 2024, alleging a culture of acceptance of sexual misconduct and inadequate responses to such incidents at NSCC. The committee engaged external investigator Rubin Thomlinson to conduct a review of past investigations, policies, and procedures and to reach out to the anonymous reporter(s) for additional information.

In September 2025, [the Board accepted and supported the recommendations](#) of the Committee. The following table provides an update on actions taken by the College and timelines for recommendations underway.

| Progress update

The following table provides an update on actions taken by the College and timelines for recommendations underway.

Sexual Violence Policy (SVP) and Sexual Violence Policy (SVP) Procedure

Recommendation	Progress	Status
1. Combine the Sexual Violence Policy and procedures into one document to make it easier for those who may need to access the policy and procedures to understand.	<p>The two documents will be updated and combined and brought to the February 3, 2026 Board of Governors meeting.</p> <p>If approved, the revised version will be posted and shared in Spring 2026.</p>	Complete (pending Board approval)
2. Require that the members of the Sexual Violence Response Team (SVRT) be trained in topics related to sexual violence, such as trauma and consent.	<p>SVRTs are formed when an incident occurs. They are comprised of the managers closest to the situation – led by standing members who have deep and specialized training in this area.</p> <p>HREI developed a mandatory training module on sexual violence and the duty to consult, which was shared with all managers who may serve on SVRTs in 2025. All managers who received the training have now confirmed completion.</p> <p>This training is now required for all NSCC managers.</p>	Complete

	<p>Specialized SVRT training is being planned for all Principals (February, 2026) to assist them in understanding trauma, its impacts, and how it can show up on campus and more.</p> <p>HREI will continue to review its available training to identify opportunities to evolve and expand this work and will do so in the future with a view to this specific recommendation.</p>	
<p>3. Enhance the “Purpose” section of the SVP to set out the pervasiveness of sexual violence, its gendered nature and its disproportionate impact on marginalized populations, as well as the College’s commitment to preventing sexual violence and addressing sexual violence in a trauma-informed and intersectional manner. A strong statement at the beginning of the SVP will assist in setting the tone for the College’s approach to sexual violence.</p>	<p>This was work initiated by HREI in Fall 2024 and is now complete.</p> <p>This will be included in the revised policy pending review and approval by the Board (February 2026).</p>	<p>Complete (pending Board approval)</p>
<p>4. Enhance the provisions around interim measures to set out what happens if interim measures are violated and to establish a timeline for reviewing interim measures.</p>	<p>HREI and campus and departmental teams have developed statements for the revised policy and procedures to enhance expectations and timelines pertaining to interim measures.</p> <p>This will be included in the revised policy pending review and approval by the Board (February 2026).</p>	<p>Complete (pending Board approval)</p>

5. Revise the 20-day timeline for investigations set out in the SVP Procedure to better reflect the typical length of a sexual violence investigation (for instance, 60 or 90 days) in order to set reasonable expectations from the outset.	<p>Wherever possible, investigations will be completed within 65 business days. These timelines are guidelines only, and there will be situations where an investigation will be shorter or longer, depending on the circumstances and the complexity of the investigation.</p> <p>This will be included in the revised policy pending review and approval by the Board (February 2026).</p>	Complete (pending Board approval)
6. Clarify what information complainants are entitled to at the conclusion of an investigation. The information the complainant and respondent receive about the investigation report at the conclusion of the investigation process ought to be the same.	<p>HREI is ensuring the respondent and complainant receive a consistent level of information through a summary at the conclusion of an investigation.</p> <p>This will be included in the revised policy pending review and approval by the Board (February 2026).</p>	Complete (pending Board approval)
7. Develop an appeal process for complainants and respondents with respect to the outcome of an investigation, including the potential grounds for an appeal, timelines for an appeal and authority to whom the parties may appeal.	<p>HREI has had numerous meetings consulting on and discussing best options to address this recommendation.</p> <p>Pending legal review, this will be included in the revised policy for review and approval by the Board (February 2026).</p>	Complete (pending Board approval)
8. Develop plain language resources to assist those who may need to access the SVP and SVP Procedure to understand it. These could include flow charts or summaries, and they should	<p>This will be an ongoing area of continual improvement for HREI. Several tools are in development; included in the revised policy will be a plain language process chart outlining steps included in an investigation both for the</p>	Complete (pending Board approval)

<p>be easily accessible on the College's website.</p>	<p>complainant and respondent, and a refreshed Receiving a Disclosure document.</p> <p>This will be included in the revised policy pending review and approval by the Board (February 2026).</p>	
<p>9. Create a process to address multiple disclosures about the same person. For instance, after a certain threshold number of disclosures, the Sexual Violence Prevention and Response Lead could inquire with those who made disclosures about making a report.</p>	<p>The policy and procedures have been updated to say that if the Sexual Violence Prevention and Response Lead identifies three or more separate disclosures concerning the same individual respondent, and none of the disclosing parties has requested College action, the Lead will contact them to offer an opportunity to reconsider and decide whether to initiate a formal reporting process.</p> <p>This will be included in the revised policy pending review and approval by the Board (February 2026).</p> <p>To strengthen this obligation, a case management system will be implemented with the support of Digital Innovation and Technology to provide a more formalized and efficient method for tracking if such an instance(s) arises.</p>	<p>Complete (pending Board approval)</p>

Practices (Investigations)

Recommendation	Progress	Status
<p>1. Continue the current work underway by the Investigation and Fair Practice Lead in HREI to develop guidelines for fair investigations. These guidelines should include providing allegations to the respondent and conducting reply interviews.</p>	<p>This is in progress. It will be a focus of NSCC's Fair Practice Lead post policy roll-out.</p> <p>It is important to note that the College currently conducts its investigative practices with a foundation of fairness, guided by the skills of the Lead in all relevant investigations.</p> <p>HREI anticipates having guidelines drafted in Spring 2026, with a more formalized version in Fall 2026. Once developed and approved, these will continue to evolve through a continuous improvement approach.</p>	<p>In progress</p>
<p>2. Review and consider enhancing the training provided to internal investigators specific to conducting sexual violence investigations. Ideally the training should be interactional and participatory.</p>	<p>The NSCC Fair Practice Lead will research options for the most appropriate training available that is specific to Sexual Violence for HR and HREI.</p> <p>HREI is exploring whether this will be followed by the development of a formal in-house mentorship process to support implementation of the practices learned – post training – by creating space for deep practice conversations.</p> <p>The Fair Practice Lead will ensure support and mentorship is available in the interim.</p>	<p>In progress</p>

	<p>An external training option is expected to be procured by Spring 2026</p> <p>A formal, in-house mentorship process is estimated to be developed and in place for Fall 2026</p>	
3. The College consider implementing a centralized tracking system with respect to investigations to facilitate information sharing (respecting confidentiality) and to identify areas or persons of concern.	<p>This is in progress and is being expedited to the extent possible. The business case, once developed, will flow through the College's Tech Governance Committee for review and approvals.</p> <p>The timeframe to complete this project is projected to be approximately two to three years with an expected implementation date in 2028-29.</p>	In progress

Practices (Education)

Recommendation	Progress	Status
1. Consider extension of the planned training for managers underway as part of the College review of the SVP to be more generally available for all members of the College Community. This could be undertaken by offering different formats and lengths of	This is in progress. HREI is assessing training needs for the broader College community and will look at possibly adapting those resources created for mandatory manager training in 2025 to be applicable for all staff.	In progress

training and/or offering training or educational resources accessible from the College website.	Completion date/timeframe: Winter 2026	
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Additional community consultation

Recommendation	Progress	Status
<p><i>If the College would prefer to have firmer conclusion regarding the prevalence of sexual misconduct at the College and/or nature of potential complainants' interactions with HR and HREI:</i></p> <p>"The College consider the merits of engaging in a process that would gather information and perspectives from the broader College community. This could include a public callout for information, a survey and/or additional interviews." [From Report Findings]</p>	<p>This is in progress. HREI is working to understand the most effective, efficient, and respectful way to gather additional information and perspectives from the College community.</p> <p>Implementation timeframe: Spring 2026</p>	<p>Not started</p>

<p>“In addition, the committee recommends that as part of the current review underway of the SVP the College engage in a process that would gather information and perspectives from the broader College community. We believe it is important to undertake this recommendation as part of the college’s ongoing SVP improvements currently under review rather than linked to the anonymous complaint. For instance, given that focus groups have already been undertaken, this could include a public callout for information, a survey and/or additional interviews. The Special Task Committee believes this is a diligent follow up and will support the ongoing prioritization of addressing sexual misconduct.” [From Report Conclusions]</p>		
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| Progress snapshot

	October to December 2025	January to March 2026	April to June 2026
SVP Policy and procedures	1. Policy and Procedures combined		
	2. Training or SVRT team		
	3. Enhance Purpose Statement		
	4. Interim Measures		
	5. Revise Timeline for Investigations		
	6. Consistent Info Shared		
	7. Appeal Process Sub-Committee		
	8. Plain Language		
	9. Multiple Disclosures		
Practices: Investigations	1. Guidelines for Fair Investigations		
	2. Internal Training for Investigators		
	3. Centralized Tracking System – Timeline TBD; approximately 2028-29 for implementation		
Practices: Education	1. Training for College Community		
Additional Recommendation			Gather Info from College Community

Not started

In Progress

Complete